



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

|  |                                     |                     |
|--|-------------------------------------|---------------------|
| <u>Date:</u> 11/1/17   | <u>Interviewer:</u> Lafayette Baker | <b>RFA #17 – 65</b> |
| <u>Name of Person(s) Requesting Assistance:</u> [REDACTED]   |                                     |                     |
| <u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]   |                                     |                     |
| <u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student                                      |                                     |                     |
| <u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u><br>[REDACTED], Asst Professor, [REDACTED] |                                     |                     |

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐  
 Concern Regarding:    Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

**Category:** *(Please check at least one)*

- |   |  |   |                                     |  |
|---|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age                                      | <input type="checkbox"/> Color             | <input type="checkbox"/> Creed              | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status      |
| <input type="checkbox"/> Marital Status                           | <input type="checkbox"/> National Origin   | <input type="checkbox"/> Race               | <input type="checkbox"/> Religion   | <input type="checkbox"/> Retaliation         |
| <input checked="" type="checkbox"/> Sex/Gender                    | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input checked="" type="checkbox"/> Gender Identity or Expression |  |   |                                     |  |

| Time Line |   |                                 |
|-----------|---|---------------------------------|
| Date      | Item  | Comments                        |
| 11/1/17   | [REDACTED] forwards email from student [REDACTED] regarding concerns about faculty member, [REDACTED] |                                 |
| 11/17/17  | LB t/c with [REDACTED]  | Sets EO appointment for 12/1/17 |
| 11/29/17  | SGS & LB meet with [REDACTED] and [REDACTED] Steven Garfinkle   |                                 |

|         |                               |   |
|---------|-------------------------------|---|
|         | (union rep)                   |   |
| 12/1/17 | SGS & LB meet with [REDACTED] | <p>[REDACTED] told LB she is currently in a [REDACTED] class with [REDACTED] and [REDACTED] is in the class. In the class, [REDACTED] witness [REDACTED] call [REDACTED] by his incorrect pronouns several times. [REDACTED] is transgender and transitioning from female to a male. [REDACTED] told [REDACTED], he has talked to [REDACTED] several times regarding his preferred pronouns. [REDACTED] also told [REDACTED] he has sent [REDACTED] many emails regarding this issue, and the department has talked to her many times. [REDACTED] is somewhat understanding because English is [REDACTED] second language, and there are some issues with her understanding of certain words.</p> <p>[REDACTED] explained that in one particular class, students were talking about their favorite fatty foods. All the students in class mentioned a fatty food type. [REDACTED] then mentioned he likes avocados. Subsequently, [REDACTED] said "Avocados are like the reproductive organs of a woman. The seed of the avocado is like a baby, and the curve of the avocado is like the shape of a women." [REDACTED] was troubled by [REDACTED] comment because she did not substantially comment on any other student's food type, but made these comments about [REDACTED] food type, even though [REDACTED] knew about [REDACTED] transgender status.</p> <p>[REDACTED] does not believe there is any malicious intent from [REDACTED] regarding any of these issues. [REDACTED] believes [REDACTED] has a lack understanding, and awareness.</p> |
| 2/15/18 | LB called [REDACTED]          | <p>LB told [REDACTED] that he and SGS met with [REDACTED], and [REDACTED] expressed that she is really sorry for calling [REDACTED] by his improper pronoun. [REDACTED] said she did not do it intentionally. [REDACTED] appeared to be very remorseful.</p> <p>In addition, LB told [REDACTED] that [REDACTED] clarified that she was discussing memory techniques to remember avocado's being good for women, and associating it with the shape of a womb. She also mentioned that during that same conversation she discussed tomatoes being good for the heart, and associating the shape and color of tomatoes to a heart.</p> <p>[REDACTED] indicated that she thought it was good that [REDACTED] was remorseful about calling [REDACTED] by his improper pronoun. And she thought the conversation that LB and SGS had with [REDACTED] will be helpful for [REDACTED] when she works with future students. [REDACTED] thanks LB for assisting her.</p>  |